

# THE NAVY AFLOAT WORKWEEK

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A Broken Paradigm?

# Afloat Workweek Genesis

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- Prior 1986 GAO-audit of Ship Manpower Requirements Program
  - Watch stander workweek
  - Non-watch stander workweek (Sunday off)
- Post-Audit - New 7-day workweek for both
  - 56 Hrs of watch/11 hrs other work, or
  - 67 Hrs of non-watch work

# Navy Standard Afloat Underway Workweek

**Workweek = 168  
Hours**



**OPNAVINST 1000.16H**

-  **Work (67)**
-  **Service Diversion (7)**
-  **Training (7)**
-  **Messing (14)**
-  **Sleep (56)**
-  **Personal (14)**
-  **Sunday Free (3)**

**Watch Stander = 56 hrs watch & 11 hrs other work**

# Workweek Elements

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- Work - 67 hrs/week
  - Productive time
- Service diversion - 1hr/day
  - Non-productive military work time
    - Quarters
    - Haircuts
    - Does not include exercise per OPNAVINST 6110.1F
    - Boards & committees
- Sleep - a “window” of 8 hrs/day



# Workweek Elements (cont.)

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- Messing - 2 hrs/day
- Personal time - 2 hrs/day
  - Includes time for “mandatory” physical readiness activities
- Sunday free time - 3hrs for all hands

# Training - The Broken Element?

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- 1986 OPNAV workweek standard =  
**1 hr/day**
  - Assumes
    - Most sailors pass thru training pipeline prior to reporting on board
    - Provides for proficiency training
      - Individual
      - Team
        - General Quarters
        - Evolution bills

# Readiness Objectives

**Conditions I & III  
Computation**

***Current Profile***

**Section I  
Fully Trained &  
Qualified**

**Section II  
Fully Trained &  
Qualified**

**Section III  
Trainers  
Trainees  
Absentees  
Reserves  
Rotational Pool**

# Training Fleet Feedback

- Many COs, XO's, Dept Hds, DivOffs & CPOs believe:
  - They focus training on next hurdle
  - They cannot achieve all training objectives
  - 2-4 Hrs/day required to complete all training
- Training Dept Creation
  - Success substantiates that there is too much training for "traditional" org to manage



# Training Elements\*

- Ship training
- Team training
- Individual watch training
- Individual warfare specialty training
- Individual rate/advancement training
- General military training
- General/advanced educational training

**\* Supported by 1996 ROC FSO 55 - Maintain readiness by providing for training of own unit's personnel.**

# Training Management

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- Extremely difficult/virtually impossible
  - Training has never been measured as “workload”
  - If you don’t know the workload, how can resources be applied against it?
  - No Navy manager can articulate/grasp the training workload for any workcenter on any ship in the Navy
  - No “Gatekeeper” to regulate ship reqmnts

# Ship Acquisitions

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- Revolutionary approach to manning ships includes:
  - Moving most bureaucratic/overhead work ashore
  - Reducing most work to:
    - Watch standing/support operations (e.g., food service)
    - Training
- There are no known points of departure for inclusion of training workload in new ships

# Training Workload Measurement

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- Quantification would support:
  - Current management decisions/staffing
  - Provide a point of departure for the future
- Qualification would support:
  - Identifying “training generators”
  - Assessment of training immaterial to ship readiness or personnel professionalism
- Both support “Gatekeeper”
  - Maintain optimum level in training bucket